



Central Intelligence Agency
Office of the Deputy Director for Intelligence

DCI

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I offer the attached, FYI.
I worry that the concerns
expressed over pay and
working conditions not
only ^{are} reflected in recent
growth in DI attrition
but also foreshadow worse
to come.



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MEMORANDUM FOR: DDI

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Attached F.Y.I. is a copy of the resignation letter from one of our most senior and respected analysts, [REDACTED] Some interesting points are made.

[REDACTED]

D/OSWR

18 September 1984
Date

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DDI- 05383-82

12 SEP 1984

MEMORANDUM FOR: Director of Scientific and Weapons Research

FROM:

[REDACTED]

OSWR/SSD/SMB

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SUBJECT: Resignation

1. This memorandum is to inform you of my resignation from the Agency effective 28 September 1984. I want to take this opportunity to express my personal feelings regarding my nine years at the Agency and to offer some suggestions. [REDACTED]

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2. My nine years at the Agency have been splendid years, filled with accomplishment, growth and great personal satisfaction. The Agency has allowed me to travel, to present my work at many conferences and symposia, to brief people at every level of Government, to participate in the writing of major intelligence products, and to manage an interagency intelligence subcommittee. These opportunities have permitted me to acquire a comprehensive knowledge of the community, our sources and methods, and the intelligence process. These nine years are filled with many fond memories, and I can say truly that they have been the best years of my professional life. [REDACTED]

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3. My reasons for leaving the Agency at this time are very human. One of these reasons is to improve my financial situation. The financial package offered by my new employer is approximately 25% greater than my present salary. Such an increase will enable me to afford a better home, to plan for my children's education, and to enjoy an excellent retirement. Another significant reason is the opportunity to grow in many new technical areas. I believe the next few years will stretch me as I re-engage many of my old engineering skills and develop new ones. I also believe that I will have a good opportunity in the near future to develop my managerial skills in the role of a project manager. Finally, I believe that an important element of any job is the work environment. My new employer offers the chance to have my own office, adequately lighted and air conditioned, appropriately equipped, and conducive to concentration and creativity. [REDACTED]

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4. It is difficult to offer suggestions which stand a chance of being implemented. Certainly, most of us in OSWR recognize that professional engineers and scientists in private industry currently receive higher compensation than their counterparts in Government. In addition, private industry actually pays a further premium for those engineers and scientists with special access "tickets." This is a matter of supply and demand, and it is a factor that the Government must recognize. The DCI must convince the administration and the Congress that his employees are unique--uniquely educated and uniquely qualified--and must receive a differential in pay. [REDACTED]

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5. I cannot understate how important it is to most professionals to have a pleasant work environment. There are some engineers and scientists who would be happy in the unfinished attic above an old garage; however, most would prefer a quiet, modern office. I remember my first office in the US Army at Fort Bliss, Texas. It was in the back room of a converted WWII barracks. However, I had privacy, adequate lighting and ventilation, lots of space, and it was clean. I can say without reservation that none of these are features of my current "work area." I believe the situation is very serious, and one should not wait for years while a new building is completed. In private industry the employer would rent additional space before he would allow things to deteriorate to the point where they are in many parts of OSWR and other offices. [redacted]

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6. In summary, I would say that I believe that the Agency has for many years placed too high an emphasis on mission. Of course, our mission is very important, but we are not a military organization. I believe that Mr. Casey's "Search for Excellence" campaign may turn this problem around. It is people who accomplish the mission. I really believe that the people at CIA are unique and will give 110% toward the mission if someone will look out for them. [redacted]

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7. Once again, it has been my pleasure to serve. I hope I have many opportunities to serve the Agency and my Country in my new position. [redacted]

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